



Senate

General Assembly

File No. 19

January Session, 2007

Senate Resolution No. 24

Senate, March 13, 2007

The Senate Committee on Appropriations reported through SEN. HARP of the 10th Dist., Chairperson of the Committee on the part of the Senate, that the resolution ought to be adopted.

**RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE
BARGAINING AGREEMENT BETWEEN THE BOARD OF TRUSTEES
FOR THE CONNECTICUT STATE UNIVERSITY SYSTEM AND THE
CONNECTICUT STATE UNIVERSITY - AMERICAN ASSOCIATION OF
UNIVERSITY PROFESSORS.**

Resolved by the Senate:

- 1 That the collective bargaining agreement between the Board of
- 2 Trustees for the Connecticut State University System and the
- 3 Connecticut State University - American Association of University
- 4 Professors, effective August 25, 2007, to August 25, 2011, inclusive,
- 5 submitted to this assembly February 9, 2007, for approval, as provided
- 6 in subsection (b) of section 5-278 of the general statutes, is approved.

APP *Senate Favorable*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either chamber thereof for any purpose:

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 08 \$	FY 09 \$
Connecticut State University	All Funds - Cost	4,581,967	11,078,118
	GF - Cost	3,619,754	8,751,713

Note: GF=General Fund

The Out Years

State Impact:

Agency Affected	Fund-Effect	FY 10 \$	FY 11 \$	FY 11 \$ Annualized
Connecticut State University	All Funds - Cost	17,653,465	24,594,289	27,812,994
	GF - Cost	13,946,237	19,429,488	21,972,265

Note: GF=General Fund

Municipal Impact: None

This collective bargaining agreement for the Connecticut State University Professors' bargaining unit is submitted for approval for the four-year period August 25, 2007 through August 25, 2011. Costs shown above are for the 1,347 all funds full-time employees covered by this contract, including approximately 1,051 General Fund employees. Cost details are attached.

Increases associated with this agreement are generally in line with increases in negotiated agreements and arbitrated awards for other bargaining units for the same time period. This is the third bargaining unit to settle for FY 11. The Governor's Recommended Budget for the 2007-2009 Biennium (HB 7077) includes funding in the Reserve for Salary Adjustments account to cover the FY 08 and FY 09 costs of this agreement.

Cost Estimate of Agreement

All Funds

Connecticut State University Professors' Bargaining Unit
 Agency Affected: Connecticut State University
 Term of Contract: Four years, August 25, 2007 through August 25, 2011
 Number of Full-Time Employees Affected by Contract:

1,051 General Fund
296 Other Funds
1,347 Total

Average Full-Time Salary Data:

Percent Increase (Cash Basis)

	Salary	Total	General Wage Increase	Other[1]
Prior to Contract	\$ 73,365			
1st Year of Contract (FY 08)	75,723	3.21%	3.16%	0.05%
2nd Year of Contract (FY 09)	78,157	3.21%	3.16%	0.05%
3rd Year of Contract (FY 10)	80,662	3.21%	3.16%	0.05%
4th Year of Contract (FY 11)	83,248	3.21%	3.16%	0.05%

Percent Increase (Annualized Basis)

	Salary	Total	General Wage Increase	Other[1]
Prior to Contract	\$ 73,365			
1st Year of Contract (FY 08)	77,430	5.54%	5.48%	0.06%
2nd Year of Contract (FY 09)	81,721	5.54%	5.48%	0.06%
3rd Year of Contract (FY 10)	86,252	5.54%	5.48%	0.06%
4th Year of Contract (FY 11)	91,036	5.55%	5.49%	0.06%

Cost Summary Data (Estimated):

	Prior to Contract	At End of Contract Annualized	Percent Increase (4 Years)
Salaries[2]	\$ 98,823,319	\$ 122,625,949	24.1%
Fringe Benefits[3]			
Current Items	\$ 33,543,118	\$ 37,594,326	
Negotiated Improvements		343,396	
Total Fringe Benefits	\$ 33,543,118	\$ 37,937,722	13.1%
Total	\$ 132,366,437	\$ 160,563,671	21.3%

4.95% average per year (compounded)

[1]"Other" includes promotional increment, market pay adjustments, impact of wage increases on longevity, and department chair stipends.

[2] Salaries include base salary, longevity payments, department chair stipends, and market pay adjustments.

[3] Fringe Benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, curriculum development, minority mentoring, retraining, travel reimbursement, faculty development and related activities, and research grants.

Detail of Cost Estimates

All Funds

	FY 08[1]	FY 09[1]	FY 10[1]	FY 11[1]	Annualized FY 11[1]
Contract Items					
First Year of Contract (FY 08)					
3% General Wage Increase (21 pay periods)	\$ 2,354,004	\$ 2,914,482	\$ 2,914,482	\$ 2,914,482	\$ 2,914,482
2.5% General Wage Increase (eight pay periods)	769,722	2,501,597	2,501,597	2,501,597	2,501,597
Promotional Increment	2,252	2,788	2,788	2,788	2,788
Impact of General Wage Increase on Longevity	33,977	33,977	33,977	33,977	33,977
Impact of General Wage Increase on Department Chair Stipends	10,014	16,945	16,945	16,945	16,945
Increase to Market Pay Adjustments Fund (5.61%)	5,160	5,160	5,160	5,160	5,160
Decrease to Curriculum- Related Fund	(26,748)	(26,748)	(26,748)	(26,748)	(26,748)
Increase to Faculty Development Fund	86	86	86	86	86
Increase to Minority Mentoring Fund	2,582	2,582	2,582	2,582	2,582
Decrease to Retraining Fund	(21,657)	(21,657)	(21,657)	(21,657)	(21,657)
Increase to Research Grants Fund	81,108	81,108	81,108	81,108	81,108
Increase to Travel Fund	44,868	44,868	44,868	44,868	44,868
Total First Year	\$ 3,255,368	\$ 5,555,187	\$ 5,555,187	\$ 5,555,187	\$ 5,555,187
Second Year of Contract (FY 09)					
3% General Wage Increase (21 pay periods)		\$ 2,485,240	\$ 3,076,964	\$ 3,076,964	\$ 3,076,964
2.5% General Wage Increase (eight pay periods)		812,634	2,641,061	2,641,061	2,641,061
Promotional Increment		2,297	2,843	2,843	2,843
Impact of General Wage Increase on Longevity		36,193	36,193	36,193	36,193
Impact of General Wage Increase on Department Chair Stipends		10,524	18,050	18,050	18,050

	FY 08[1]	FY 09[1]	FY 10[1]	FY 11[1]	Annualized FY 11[1]
Contract Items					
Increase to Market Pay Adjustments Fund (5.575%)		5,416	5,416	5,416	5,416
Increase to Curriculum- Related Fund		8,115	8,115	8,115	8,115
Increase to Faculty Development Fund		7,304	7,304	7,304	7,304
Increase to Minority Mentoring Fund		2,708	2,708	2,708	2,708
Increase to Retraining Fund		812	812	812	812
Increase to Research Grants Fund		32,460	32,460	32,460	32,460
Increase to Travel Fund		32,460	32,460	32,460	32,460
Total Second Year		\$ 3,436,162	\$ 5,864,386	\$ 5,864,386	\$ 5,864,386
Third Year of Contract (FY 10)					
3% General Wage Increase (21 pay periods)			\$ 2,623,792	\$ 3,248,505	\$ 3,248,505
2.5% General Wage Increase (eight pay periods)			857,938	2,788,300	2,788,300
Promotional Increment			2,343	2,900	2,900
Impact of General Wage Increase on Longevity			38,561	38,561	38,561
Impact of General Wage Increase on Department Chair Stipends			11,068	19,231	19,231
Increase to Market Pay Adjustments Fund (5.575%)			5,718	5,718	5,718
Increase to Curriculum- Related Fund			8,480	8,480	8,480
Increase to Faculty Development Fund			7,632	7,632	7,632
Increase to Minority Mentoring Fund			2,859	2,859	2,859
Increase to Retraining Fund			848	848	848
Increase to Research Grants Fund			33,921	33,921	33,921
Increase to Travel Fund			33,921	33,921	33,921
Total Third Year			\$ 3,627,082	\$ 6,190,877	\$ 6,190,877
Fourth Year of Contract (FY 11)					
3% General Wage Increase (21 pay periods)				\$ 2,770,069	\$ 3,429,609

	FY 08[1]	FY 09[1]	FY 10[1]	FY 11[1]	Annualized FY 11[1]
Contract Items					
2.5% General Wage Increase (eight pay periods)				905,769	2,943,748
Promotional Increment				2,389	2,958
Impact of General Wage Increase on Longevity				41,093	41,093
Impact of General Wage Increase on Department Chair Stipends				11,649	20,494
Increase to Market Pay Adjustments Fund (5.575%)				6,037	6,037
Increase to Curriculum-Related Fund				8,862	8,862
Increase to Faculty Development Fund				7,976	7,976
Increase to Minority Mentoring Fund				3,018	3,018
Increase to Retraining Fund				886	886
Increase to Research Grants Fund				35,448	35,448
Increase to Travel Fund				35,448	35,448
Total Fourth Year				\$ 3,828,642	\$ 6,535,577
Total Contract Items	\$ 3,255,368	\$ 8,991,349	\$ 15,046,655	\$ 21,439,092	\$ 24,146,026
Total Part-Time Wages	1,006,691	1,311,179	1,370,182	1,431,840	1,714,878
Social Security Cost	319,909	775,590	1,236,628	1,723,357	1,952,089
Total Cost of Contract	\$ 4,581,967	\$ 11,078,118	\$ 17,653,465	\$ 24,594,289	\$ 27,812,994
Estimated General Fund Cost	\$ 3,619,754	\$ 8,751,713	\$ 13,946,237	\$ 19,429,488	\$ 21,972,265

[1] This cost analysis is based on annual costs equaling the payment of 26 payrolls.

OFA Bill Analysis**SR 24**

RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD OF TRUSTEES FOR THE CONNECTICUT STATE UNIVERSITY SYSTEM AND THE CONNECTICUT STATE UNIVERSITY - AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS.

SUMMARY:

A separate analysis is not prepared since the fiscal note contains much of the same information that would go into a separate analysis.

EFFECTIVE DATE: Upon passage.

COMMITTEE ACTION

Appropriations Committee

Senate Favorable Report

Yea 9 Nay 1